

ERIKA L. KIRGIOS

erika.kirgios@chicagobooth.edu

<https://www.erikakirgios.com/>

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ACADEMIC APPOINTMENTS

University of Chicago Booth School of Business **2022-**
Assistant Professor of Behavioral Science

EDUCATION

The Wharton School, University of Pennsylvania **2022**
Ph.D. in Operations, Information, and Decisions

Princeton University **2017**
B.A. in Computer Science, *summa cum laude*
Minors in Neuroscience and Cognitive Science

RESEARCH INTERESTS

Diversity, Discrimination, Prosocial Behavior, Behavior Change

PUBLICATIONS

Kirgios, E.L., Rai, A., Chang, E.H., Milkman, K.L. (2022). When Seeking Help, Women and Racial/Ethnic Minorities Benefit from Explicitly Stating their Identity. *Nature Human Behaviour*.

Milkman, K.L., many authors including **Kirgios, E.L.**, ..., & Duckworth, A.L. (2021). A Mega-Study Approach to Applied Behavioral Science. *Nature*, 600(7889), 478-483.

Chang, E.H., **Kirgios, E.L.**, Smith, R.K. (2021). Large-Scale Field Experiment Shows Null Effects of Team Diversity on Others' Willingness to Support the Team. *Journal of Experimental Social Psychology*, 94, 104099.

Kirgios, E.L., Chang, E.H., Milkman, K.L. (2020). Going It Alone: Competition Increases the Attractiveness of Minority Status. *Organizational Behavior and Human Decision Processes*, 161, 20-33.

Chang, E.H.*, **Kirgios, E.L.***, Rai, A., Milkman, K.L. (2020). The Isolated Choice Effect and Its Implications for Gender Diversity in Organizations. *Management Science*, 66(6), 2752-2761. *denotes equal authorship

Kirgios, E.L., Chang, E.H., Levine, E.E., Milkman, K.L., Kessler, J.B. (2020). Forgoing Earned Incentives to Signal Pure Motives. *Proceedings of the National Academy of Sciences*, 117(29), 16891-16897.

Kirgios, E.L., Mandel, G., Park, Y., Milkman, K.L., Gromet, D., Kay, J., Duckworth, A.L. (2020). Teaching Temptation Bundling to Boost Exercise: A Field Experiment. *Organizational Behavior and Human Decision Processes*, 161, 20-35.

WORKING PAPERS

Chang, E.H., **Kirgios, E.L.** Demographic “Stickiness”: Implications of Impact Aversion for Inequality and Diversity in Organizations. Revise and resubmit at *Management Science*.

Rai, A., Chang, E.H., **Kirgios, E.L.**, Milkman, K.L. Group Size Influences Perceptions of Diversity and Likelihood of Hiring Women and Racial Minorities. Revise and resubmit at *Organization Science*.

Chang, E.H., **Kirgios, E.L.**. When Does Diversity Beget Diversity? The Divergent Effects of Racial and Gender Diversity on U.S. Corporate Boards. Revise and resubmit at *Strategic Management Journal*.

Kirgios, E.L., Silver, I.M., Chang, E.H. Do concrete diversity goals attract or repel job applicants? Evidence from the field.

Kirgios, E.L.. The Influence of Positive and Negative Feedback About Bias on Subsequent Discrimination in a Large-Scale Audit Experiment.

Blunden, H., **Kirgios, E.L.**, Rai, A., Chang, E.H., Milkman, K.L. When Flattery Fails: Flattery Backfires for those Perceived as Inauthentic.

SELECTED RESEARCH IN PROGRESS

Kirgios, E.L., Athey, S., Duckworth, A.L., Graci, H., Karlan, D., Luca, M., Milkman, K.L., Offer-Westort, M., Udry, C. Combating the Spread of COVID-19: Testing the Effectiveness of Quiz-Style Health Messaging for Promoting Behavior Change. *Field experiments with 29k and 11k participants completed*.

Chang, L., **Kirgios, E.L.**, Milkman, K.L., Mullainathan, S. Quantification Myopia.

Rai, A., **Kirgios, E.L.**, Milkman, K.L. Insider vs. Outsider Perceptions of Diversity.

AWARDS AND HONORS

National Science Foundation Graduate Research Fellowship, 2017-2020

Paul R. Kleindorfer Scholar Award, 2021

Wharton Leadership Center Grant, 2021

Mack Institute for Innovation Management Research Grant, 2020, 2021

Judith & William Bollinger Fellowship, 2020

Marketing Science Institute Research Grant, 2020

Baker Retailing Center Grant, 2019

Wharton Doctoral Programs Travel Grant, 2019

The Russell Ackoff Doctoral Student Fellowship Award, Wharton Risk Center, 2018, 2019, 2020

Best Micro Paper Award, East Coast Doctoral Conference, 2019

Marjorie Weiler Prize for Excellence in Writing, 2018

Princeton Computer Science Senior Thesis Prize, 2017

U.S. Presidential Scholar, 2013

CONFERENCE PRESENTATIONS

When Seeking Help, Women and Racial Minorities Benefit from Explicitly Stating their Identity.

- Advances in Field Experiments Conference, Chicago, 2022
- Subjective Probability, Utility, and Decision Making Conference, Virtual, 2021

- Academy of Management Annual Meeting, Virtual, 2021
- International Association for Conflict Management Conference, Virtual, 2021
- Society for Personality and Social Psychology, Virtual, 2021
- Behavioral Insights Global Online Seminar, Virtual, 2020
- Society for Judgment and Decision Making, Virtual, 2020
- Academy of Management Annual Meeting, Virtual, 2020

Do concrete diversity goals attract or repel job applicants? Evidence from the field.

- Society for Judgment and Decision Making, Virtual, 2021
- Academy of Management Annual Meeting, Virtual, 2021

Forgoing Earned Incentives to Signal Pure Motives.

- CHIBE Roybal Mini Symposium, Virtual, 2020
- International Association for Conflict Management Conference, Virtual, 2020
- East Coast Doctoral Conference, Canceled due to COVID-19, 2020
- Society for Personality and Social Psychology Judgment and Decision Making Pre-Conference, New Orleans, LA, 2020

Going It Alone: Competition Increases the Attractiveness of Minority Status.

- Society for Personality and Social Psychology, New Orleans, LA, 2020
- Society for Judgment and Decision Making, Montreal, Canada, 2019
- Academy of Management Annual Meeting, Boston, MA, 2019
- International Association for Conflict Management Conference, Dublin, Ireland, 2019
- East Coast Doctoral Conference, New York, NY, 2019

The Isolated Choice Effect and Its Implications for Gender Diversity in Organizations.

- Subjective Probability, Utility, and Decision Making Conference, Amsterdam, Netherlands, 2019
- Behavioral Science and Policy Association Annual Conference, New York, NY, 2019

CHAired SYMPOSIA

- The Consequences of Self- and Other-Signaling on Diversity-Related Cognition and Decisions (Symposium Co-chair with James Carter). Academy of Management, Virtual, 2021.
- Diversity Perceptions and Decision-Making are Shaped by Strategic Motives (Symposium Co-chair with Joyce He). Society for Personality and Social Psychology, New Orleans, LA, 2020.
- Gender and Workplace Decision-Making: Women's Strategic Choices Throughout the Pipeline (Symposium Co-chair with Joyce He). Academy of Management, Boston, MA, 2019.
- Competition and Aggressive Behavior: Contextual and Perceptual Predictors of Competitive and Cooperative Decision-Making. International Association for Conflict Management, Dublin, Ireland, 2019.

TEACHING EXPERIENCE

Strategies and Processes of Negotiation (MBA, Spring 2023)

TA for Negotiations (Undergraduate, Prof. Rebecca Schaumberg Fall 2019 and Fall 2020, Prof. Kelly Lee Spring 2022)

TA for Managerial Decision Making (MBA, Prof. Katherine Milkman, Spring 2019)

Undergraduate Advising: Judgment and Decision Making Research Immersion (Undergraduate, Fall 2018)

PROFESSIONAL SERVICE

Ad Hoc Reviewer for *Organizational Behavior and Human Decision Processes* 2021-Present

Ad Hoc Reviewer for *Management Science*, 2018-Present

Co-Organizer of Women in Business Academia Conference, 2018, 2019

Co-Organizer of Interdisciplinary Doctoral Student Journal Club, 2019

Treasurer of Wharton Society for Advancement of Women in Business Academia, 2017-2019

PhD Social Chair of Operations, Information, Decisions Department, 2018-2020

SELECTED MEDIA COVERAGE

- Kirgios, Rai, Chang, Milkman. "To Fight Bias, Consider Highlighting Your Race or Gender", *Scientific American*, March 28, 2022
- "Why Identity Matters When Asking for Career Help", *Knowledge@Wharton*, February 21, 2022
- "Battling the Perennial Want/Should Conflict", *Rotman Magazine*, April 13, 2021
- "Behavior Change", *Useful Science Podcast*, March 23, 2021
- "The science of how to stick to New Year's resolutions and truly change your habits", *CNN*, January 1, 2021
- "Can Being the 'Token' Give Women and Minorities a Competitive Edge?", *HBS Working Knowledge*, October 27, 2020
- "Unplanned Giving: If You're Paid to Do Good, Does it Count?", *The American Scholar*, October 7, 2020